

From: Angus Llewellyn [REDACTED]
Sent: Sun, 14 Feb 2021 22:42:32 +1100 (AEDT)
To: Laura Binnie [REDACTED]; Peter Meakin [REDACTED]
Cc: Myles Farley [REDACTED]; Tasha Smithies [REDACTED]
Subject: PMO

Response from PMO which came via text from Andrew Carswell:

Here tis. Apologies for the delay.
Please quote a government spokesperson.

The Government takes all matters of workplace safety very seriously. No one should feel unsafe in a workplace.

On Tuesday, March 26, senior staff in Minister Reynolds' office became aware of an incident that occurred in the Minister's office outside of work hours. This incident involved two staff. It was initially treated as a breach of the Statement of Standards for Ministerial Staff.

Throughout the entire process the overriding concern was to support staff welfare in whatever way possible.

After further consultation with one of the staff members over the following days, it became clear to senior staff that there were elements of the incident that may be of a more serious nature.

At all times, guidance was sought from the staff member as to how they wished to proceed, and to support and respect the staff member's decisions. The staff member was encouraged to make use of available support services.

The staff member was notified that should they choose to, they were able to pursue a complaint, including a complaint made to the police, and that to do so was within their rights. They were informed that they would be assisted and supported through that process.

The staff member was told that if they did choose to pursue a complaint, they would have the full and ongoing support of the office and the Minister. This offer of support and assistance remains.

During this process, the Minister and a senior staff member met with the staff member in the Minister's office. Given the seriousness of the incident, the meeting should have been conducted elsewhere.

The Minister reiterated to the staff member that whatever the staff member chose to do, they would be supported. The Minister stated to the staff member that her only concern was for the staff member's welfare and stated there would be no impact on their career.

The Minister encouraged the staff member to speak with the police in order to assess the options available to them. At this meeting, the staff member indicated they would like to speak to the Australian Federal Police, which the Minister supported and the office facilitated.

After the incident, the Prime Minister's office provided support to the Minister and her office in assessing the breach of the Statement of Standards for Ministerial Staff.

Subsequently, the Minister was informed that a complaint had been made to the AFP. The Minister and her office continued to provide support to the staff member through this period.

He then sent another text:

Please let me know if you have further questions or need more on the record or on background.